Setting Goals for District Improvement

After completing a thorough data analysis, educated decisions should be made to determine the needs of the district. Based on these needs, the district will determine strategies and interventions to raise the level of performance that has been targeted. A complete action plan will include well-defined goals, interventions specific to each goal, who, specifically, is responsible for implementation, a timeline, costs, staff development that may be required, and ways to measure progress and goal attainment. The district improvement plan development process should:

- Involve all groups in the community - teachers, specialists, parents, minority group representatives

- Begin with the development of a mission and profile based on district data

- Identify a set of goals, based on the profile, that are challenging and of benefit to all students

- Develop a plan that directs and guides the district through the changes necessary to achieve the goals

- Identify a specific measure(s) to determine when progress has been made or a goal has been successfully attained and to provide a framework for accountability.

Goal Setting Guidelines:

1. Representatives from the demographic groups of the district school population are invited to participate in the development of district improvement plan.

- The improvement plan indicates which representatives from the demographic groups of the district school population participated in the development of the local district goals and plans to achieve those goals.

2. Improvement goal(s) address the most critical student needs.

- Improvement goals address the needs of students as indicated by the data analysis, including access to and utilization of educational opportunities.
- Goals for improving the performance of students, including subgroup populations, are included.
- Goals for improving the student performance in content strands are included.

3. Goals are measurable

- Goals are measurable and data to be used as the basis for establishing and assessing progress toward the improvement target is indicated.

Links to Goal Setting Tools for Districts:

Data-Based Decision Making Tools for Educators: How Do We set Data-Based Goals?
http://www.ael.org/dbdm/Tutorial.cfm?&ider=Deve4689

Setting SMART Goals: Specific, Measurable, Attainable, Realistic, Timely (Tutorial)
http://quality.cr.k12.ia.us/Tutorials/goal_setting/goal_setting_index.html

Evaluating English Learner (EL) Services & Results for Accountability & Instructional Improvement
Archived online event includes information about setting district-wide goals, monitoring English learners' expected linguistic and academic progress, analyzing and interpreting assessment results, and prioritizing professional development efforts to more effectively support and accelerate EL students.
http://www.schoolsmovingup.net/cs/wested/view/e/503

District Level Least Restrictive Environment Self Assessment and Continuous Improvement Activities: Developing goals and an action plan for LRE practices
http://www.wested.org/cs/we/view/pj/204

District Implementation of No Child Left Behind
Policy Brief: http://www.wested.org/cs/we/view/rs/715
Resource list: http://www.wested.org/online_pubs/districts_nclb.pdf